Transitioning the work environment
Neurodiverse placemaking

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You're going to have to change to fit into the system.

Or how about you change the system so we can all fit?
Transitioning the work environment...

...not just the employee
1. Universal Design
2. User Specific Design
3. What might this look like?
4. How to transition the workspace
Universal Design

Image Source: Johannes Rapprich from Pexels
What might this look like?
How to transition the workspace

1. Audit:
   - Review the existing space: Universal and User Specific
   - Define the problem
   - Establish priorities

2. Scenarios:
   - Co-create with individual or team
   - Review against priorities

3. Transition:
   - Adapting the environment & implementing change

→ Post occupancy review: Opportunity to learn & improve
Summary:

- Apply universal design to all new projects (visual/acoustic privacy, lighting, colour, etc)
- Break up the workspace into small team environments
- Engage with the whole team in the conversation as equal players along with the individual
- Allow flexibility within the team environment to accommodate specific user needs now and into the future
- Start with small pilot spaces, be prepared to experiment and learn from mistakes
- Monitor the pilot, learn and adapt
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